

June 2005  
Employee Newsletter



# Advocate

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## FAQs about the Career Ladder Incentive Program

Want to learn more about the Career Ladder Incentive Program? Check out these Frequently Asked Questions:



### What is CLIP?

CLIP provides pay incentives for state employees to meet and apply competency-based criteria related to their jobs. It awards promotions and bonus payments to employees who meet specific criteria for their specific classification under CLIP 1 or CLIP 2. The rating period for CLIP 1 is anniversary date to anniversary date. CLIP 2 is from April 1 to April 1.

### What are the criteria?

Conduct, performance evaluation, training, minimum qualifications (CLIP 1 only—must meet minimum requirements for the position for which you are designated to promote to),

### Paid out in CLIP bonuses to ADC staff:

2005 - \$819,654  
\*2004 - \$0  
\*2003- \$0  
2002 - \$1,143,160  
2001- \$907,099

\*Due to budget restraints

special project and supervisors must complete all performance evaluations in a timely manner or they will be ineligible for annual bonus.

### Are CLIP participants guaranteed a promotion or bonus?

Employees are not entitled to either a bonus or promotion. Promotional opportunities are based on the position, class title, office

needs, and other factors in addition to the employee's ability to meet criteria. Bonus payments



are designed for documented exceptional and above average employees, and are based on availability of funds at the end of the fiscal year.

### Who determines the amount of the CLIP bonus?

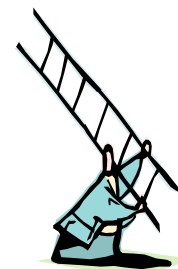
The chief fiscal officer of the state, at the end of each fiscal year, determines the percentage amount not to exceed 8 percent for bonus payment that may be awarded to employees who meet competency based criteria. That means the percentage can be 0 to 8 percent and it's not determined by ADC or its staff.

### As an employee, what is my role?

Check with your training officer to assure you are receiving credit for your training and coordinate with your supervisor to assure you have received a performance evaluation before your anniversary date. You must perform defined job duties and not be placed on disciplinary status during your rating period.

### What positions do not require a special project?

Security – grades 20 and below. Non-security – grades 13 and below, and Food Production Manager I.



## Director's Corner



**Larry Norris**  
**ADC Director**

As this column is being written, a man is pedaling through the French Alps as fast as he can. He isn't alone. A pack of other racers is nipping at his heels. Maybe he will win and maybe he won't. He's won before. In fact, Lance Armstrong has won the

Tour de France five times in a row, something no one else has ever found a way to do.

Lance Armstrong has become a true American hero partly because of what he has done with a bicycle, but mostly because of what he has done with his life. He came from a broken home in Plano, Texas. From age seven, he rode everyday. Sometimes to Oklahoma. By 21, he had already been to the Olympics and turned pro. His first pro race didn't go well at all; Armstrong finished dead last. But he kept going and by 1996, he had rolled into the world's top rankings. Then his road through life took a terrifying turn. The

doctors found cancer that had spread to his brain. They said his chance of dying was far greater than his chance of living.

But he didn't die. Not this man. He raced the odds and won by a mile. And in the process, he won the hearts of a nation hungry for role models. For sports heroes who don't act like delinquents or use steroids or illegal drugs. Instead from Lance Armstrong we saw lessons in determination, optimism and courage. He reminded us that life is precious and that every single day is a gift. And he showed us that sometimes nice guys do finish first.

When you see Lance on television, you might notice

the yellow bracelet he wears. It's nothing fancy. Just a little rubber strip with two simple words on it, "Live Strong." He sells them. And people have bought them. More than 40 million of them. The money isn't for him; it's for cancer research.

Because even though he's in the mountains now, he hasn't forgotten the valley that almost took his life. Racing or not, that's how Lance Armstrong rides through life. And the next time you think one person can't make a difference, remember Lance and what he's done. We all can make a difference when honor and integrity travel with us.

## ADC working to reduce number of offenders returning to prison

An addendum to the Arkansas' Recidivism Study shows that ADC is experiencing an approximate 50 percent return rate of inmates released from prison.

The post-release period consists of six months, one-year, and three years from 1997 through 2001.

In 2000, 5,962 inmates were released from ADC. Within six months of release, 15.9 percent returned to prison. Within one year, 29.7 percent returned and within three years, 51.4 percent returned to prison.

ADC officials are hoping that a new faith-based pre-release program will help reduce the return rate.

The Pre-Release and Community Reintegration Services

for Inmates, which is set to begin at Wrightsville, will give inmates another option as they prepare to re-enter society.

The program will eventually house up to 200 inmates. The Wrightsville Unit will start with 50 in mid-August, said Warden Kay Howell.

The program is sponsored by the Interchange Freedom Initiative. The IFI operates four voluntary faith-based re-entry programs in the states of Texas, Iowa, Kansas and Minnesota. The programs rely on the teaching of biblical principles to train and educate inmates for a successful and productive return to society.

The program is for in-



Above: Board of Corrections' members review a recidivism report addendum during a recent meeting.



Above: ADC Director Larry Norris, far right, responds to questions about the recidivism report addendum as staff members listen.

mates who are 18 months from their release dates and continues for an additional 12 months of aftercare once the inmate has returned into the community. Inmates volunteer for the program and must meet performance criteria to stay in the program.

IFI operates as a joint effort with local churches

and the ADC.

"It is hoped that graduates of the department's PAL program 'feed' the pre-release program, a natural progression from the PAL program to the pre-release program, as long as they have 18 months left on their sentence," Howell said.



## 818 inmates graduate from ADC's GED program

The Arkansas Department of Correction School District held its 32nd annual graduation May 19 at the Cummins Unit. A total of 818 men and women graduated—the third highest number of graduates ever.

The GED program makes it possible for men and women to earn a high school diploma. More than 15,400 students have obtained their GED since the school district's inception.

During the 2005 ceremony, in memoriam to B.C. Turner, inmate Patrick Phelps was honored as the top graduate, earning the third highest GED exam score out of 7,000 graduates statewide. Will Starks of the East Arkansas Regional Unit earned the 10th annual "Teacher of the Year Award" presented in honor of Hurshell D. Qualls. Turner and Qualls were district pioneers.

Right: William "Dubs" Byers, then deputy superintendent and now superintendent of the ADC School District, served as graduation emcee.



Berna Thomas, left, program coordinator at Varner Supermax and Robin Smith, right, executive secretary at the School District, watch, along with other district staff, as graduates march to "Pomp and Circumstance."



Above: Sgt. K.T. Thrasher, center, directs inmates from the McPherson Unit as they line up to participate in the 2005 graduation ceremony at the Cummins Unit. Since its inception, more than 15,400 men and women have earned their GED through the ADC School District.



Above: Commencement speaker, Pastor Jim Brooks of Lake-side United Methodist Church, told graduates that "From here on, you life is going to be what you choose to make it."

Left: Members of the Prodigal Daughters, a gospel singing group from the McPherson Unit, perform at the ceremony.







## Cummins Farm milk processing plant nears completion

An 11,700-square-foot processing plant is now under construction at the Cummins Unit. The facility, which is expected to be completed in the coming weeks, will be used for milk processing and for producing a new juice drink.

The building will replace the existing outdated 400-square-foot milk processing plant and greatly boost the department's production capabilities.

As Cummins continues to build its dairy herd, it will mean less dependence on outside products, said Farm Manager for Food

Production Joe White.

"In the future, we'll be able to produce 200 percent more milk than we do now," he said.

"The overall goal is to reduce the inmate meal cost to the lowest level possible by producing milk products and other consumable products," he said.

The current plant processes whole milk. The new plant will process 2% milk and produce a juice drink made by blending a syrup with water.

The dairy operation currently produces about 15,000 gallons of milk per month but it's not enough



Bryce Baldrige, confined animal supervisor at Cummins, inspects some young cows who will soon be joining the dairy herd.

for the whole department.

Bryce Baldrige, confined animal supervisor at Cummins, said the farm is

increasing its herd of Holstein and Jersey cows as it prepares to meet the milk needs of all ADC units.



Above: The milk processing plant at Cummins, viewed from the rear loading dock area, is expected to be completed soon.



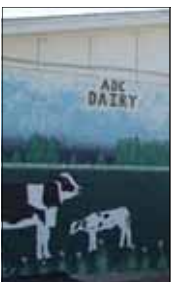
Above: A storage tank and refrigeration equipment at the processing plant.

Below: Joe White, Farm Manager for Food Production, stands next to two of the new milk storage tanks.



### Facts about the ADC Dairy operation:

- Herd is made up of Holstein and Jersey cows
- Cows are milked twice a day—5:30 a.m. & 3 p.m.
- They produce 450 to 500 gallons of milk per day





## Veggie tale: Cummins Farm produce helps feed thousands

ADC's largest farm operation is at the Cummins Unit where 14,000 acres are devoted to cash crops, vegetables, hay production and livestock.

The Cummins Farm is at the heart of the department's agricultural program which provides the majority of vegetables, meat, milk and eggs consumed by the inmate population.

This time of year, many fields are ripe for harvest.

Sweet corn, turnip greens, broccoli and onions are some of the crops recently picked.

A vegetable processing plant—where massive amounts of fresh produce are cleaned and shipped or frozen for later shipment — is located at the Varner Unit.

Last year, the plant processed more than 2.4 million tons of vegetables!



Above: turnip greens grow in a field on the Cummins Farm.

### What's growing in the fields?

— turnip greens, sweet corn, onions, peppers, cabbage, squash, eggplant, tomatoes, garlic, purple hull peas, sweet potatoes, watermelons and more...



Left: Broccoli picked fresh on the Cummins Farm.

Right: a huge, fast-moving washer cleans turnip greens at the Varner Unit's vegetable processing plant.



## A mountain view: garden also grows at NCU in Calico Rock

While ADC's main farm operation is at Cummins, a few units — including the Newport Complex and the North Central Unit — also grow produce.

Located at Calico Rock in the Ozarks Region, NCU has a 6-acre garden and recently established a greenhouse.

Capt. Steven Wheeler, chief of security in the field, coordinates with the kitchen captain to put fresh vegetables on the table.

"We grow potatoes, onions, bell peppers, lettuce and radishes," he said, adding that mixed peppers and tomatoes are also grown in the garden.

Potatoes do well in the sloping region which allows the soil to drain, Wheeler said.

In June, the garden pro-



Left: North Central Unit Field Sgt. Heath Johnson and horse Bob.

Right: Sprinklers help a patch of peppers grow.



duced 7,115 pounds of potatoes, 1,067 pounds of onions, 230 pounds of zucchini, 266 pounds of radishes, 110 pounds of lettuce and much more.

"It's good for the inmates to do and they have some fresh food," Wheeler said.



Above: inmates tend the 6-acre garden at NCU.



## Shining example: Texarkana RCC recognizes, rewards its 'stars'

The Texarkana Regional Correctional Center Employee Association has started a new quarterly employee award called the STAR award - Service, Thankfulness, Appreciation, Recognition.

The recipient receives a \$25 check, a certificate, a posted photo of the employee for that quarter and a star pin. The star pins have the words "Always Reaching For Success" on them.

The award was the brainchild of TRCC Records Supervisor Susan O'Rand who is also the president of the Unit Employee Association.

"When someone does an outstanding job or something good Warden (Larry) Cauley will say 'Well you deserve a gold star!'," O'Rand said.

Those words got her to thinking that sometimes an employee really does deserve a gold star.

"We have some great employees at this unit and they deserve to be recognized for their job performance," O'Rand said. "So I thought 'How could we really give an employee a star?'"

She came up with the acronym S.T.A.R.

"We are thankful to our employees for their service to the Unit and to ADC," she said. "We appreciate their professionalism and the pride they take in doing a job well done. We want them to be recognized for what they do over and above their 'normal' job duties."

O'Rand hopes the award will boost morale throughout the unit and encourage employees to continue their star performance.

The award is for all employees and it does not single out any particular group. Any employee can nominate or be nominated by another em-



The first recipient of TRCC's STAR award for the second quarter is Cpl. Hayes Canida, right, a five-year employee of ADC. The award, which stands for Service, Thankfulness, Appreciation, Recognition, is being presented by Sgt. Jon Mackey.

ployee. A short summary must be submitted as to why that employee is being nominated. A committee consisting of the warden, chief of security and one non-security employee chooses a 'star' on a quarterly basis.

"Any award given that has the potential of boost-

ing morale, recognizing and encouraging an employee for outstanding work is a good thing," said Warden Larry Cauley. "ADC has some of the best employees in state government and this is one way of saying, thanks for a job well done."

## Department Briefs

**Basic Correctional Officer Training Class 2005-G** began on March 28, with 23 students enrolled and 13 graduated on May 6, 2005.

**BCOT Class 2005-H** began on April 11 with 29 students enrolled and 20 graduated on May 20, 2005.

Congratulations and welcome aboard!



ADC Director **Larry Norris** announced the following promotions and reassignments, effective June

6, 2005:

North Central Unit Warden, **James Banks**; East Arkansas Regional Unit Assistant Warden, **Robert Jackson**; Cummins Unit Assistant Warden, **Billy Straughn**; Varner Unit Assistant Warden, **Thomas Hurst**; Ouachita River Correctional Unit Assistant Warden, **Fred Campbell** and Ouachita River Chief of Security, **Judy Taylor**.

"Please join me in congratulating these individuals as they assume

their new roles and duties," Norris said.



Congratulations to **Cpl. Roger Lunsford**, above, of the Cummins Farm who recently won a contest in which he designed the Desha County seal and flag. Lunsford received \$250 for his effort.

**Welcome back** to all ADC staff members who have recently returned from serving military duty in Iraq. We're glad to have you home!



**Thanks to unit staff members** who have sent articles, announcements and pictures to be published in the ADC Advocate newsletter. Keep them coming!

Email information to: b o b -  
bie.crockett@arkansas.gov

Recipe submitted by  
Sharon Ragland



## Golf tournament benefits CPOF, UALR scholarship fund

Golf teams played morning, afternoon, and sometimes both to raise money to benefit two worthy causes during the 2005 Ball & Chain Challenge on May 23. The tournament was held at Harbor Oaks in Pine Bluff.

More than \$25,000 was raised for the Correctional Peace Officer's Foundation and the University of Arkansas at Little Rock Criminal Justice Scholarship Fund.

Here are some of the top finishers and some of the folks who helped with the event. Thanks to everyone who participated!

Right:  
1st place  
winners in  
the 2nd  
Flight  
at 1 p.m.  
(See  
results for  
details.)



### Overall Results

\*ADC Staff members in **bold**

#### 8 a.m.

##### 1st Flight

1st place: Carl Hughes, Roy Rowe, Tony May and George Foshee  
2nd place: Ricky Jeffery, **Cameron Wood**, Paul Burnside and Aaron Circle  
3rd place: Martin Jennen, Peter Kastner, Michael Lamoureux and Larry Fields

##### 2nd Flight

1st place: Robby Farquar, Jesse Keith, Tony Young and Gary Coonrod  
2nd place: Jim Russenberger, Matt Woolridge, Robert Arnold and Stan New  
3rd place: **George Brewer**, **Dina Tyler**, **David Cruseturner** and **Sheila Sharp**

##### 3rd Flight:

1st place: **Mark Norris**, **Richard Guy**, Ryan Guy and **James Newby**  
2nd place: Steve Viefhaus, Cindy Quarry, Keith Eismann, **Burl Scifres**  
3rd place: Ed Cohn, Phil Clark, **James Gibson** and **Roy Agee**

#### 1 p.m.

##### 1st Flight

1st place: Rodney Barnette, Gary Smith, Billy Blackburn and Terry Crumpler  
2nd place: Jim Parker, Lu Hardin, Ryke Dismuke and Gordon Short  
3rd place: Kevin Howard, Marcus McCarroll, Calvin Peterson and Philip Cole

##### 2nd Flight

1st place: **Darren Wyatt**, **Pete Blankenship**, **Lance Whiteaker** and Russ Price  
2nd place: Skip Henry, Michelle Odum, Mike Lewis and Alan Humphries  
3rd place: John Selig, Charles Singleton, Charlie Green and Jerry Berry

##### 3rd Flight:

1st place: Wallis Sprick, Jack See, Ed Peek and Randy Orr  
2nd place: Greg Johnson, Don Swinea, Waymon Green and Steve Abbott  
3rd place: Daryl Pace, Shane Broadway, **Larry Norris** and **Ray Hobbs**

Right:  
ADC Clas-  
sification  
Administra-  
tor George  
Brewer,  
kneeling  
center,  
lines up his  
putt as  
team mem-  
bers watch  
during the  
8 a.m.  
round (See  
results.)



Right:  
2nd place  
finishers  
in the 3rd  
Flight  
at 8 a.m.  
(See re-  
sults for  
details.)



Left: Central Office staff member Muriel Mayfield, right, assists George Wilson, left, of CMS, as he signs in for the tournament.

Right:  
Arkansas  
Correc-  
tional  
Industries  
staff  
members  
served up  
a whole  
hog for the  
tournam-  
ent  
dinner.





## Pine Bluff Complex hosts first annual Security Supervisor's Retreat

The Pine Bluff Complex held the first phase of its first annual Pine Bluff Complex Security Supervisor's Retreat on June 21.

The gathering was held at the scenic Waterfront Pavilion in Regional Park.

Thirty two members of the complex's supervisory staff attended. The rest attended a retreat on July 12.

Training staff members say the retreat, which is sponsored by the Employee Corporations, is designed to inform, inspire and show appreciation to the security supervisors.

"We're trying to give them some thing they can take back to their staff to encourage and develop stronger staffs," said Clay Sides, a trainer at JCJ/CF.

In addition to presentations on such topics as communication, motivation and professionalism, the June retreat also featured a catfish dinner with hush puppies, french fries, coleslaw and dessert.

"It is imperative we demonstrate appreciation to the staff we expect to consistently answer the demand of the unit daily operations," said Pine Bluff Complex Warden Rick Toney.

It's also imperative that security supervisors realize that "our mission is understood and demonstrated through their professional appearance, attitude, and actions" and that their subordinates are held to the same standard, he said.



Above: Jamie Vent, a trainer at the Pine Bluff Unit, standing center, encourages supervisors from the Pine Bluff Complex to write down ways in which they can boost staff morale.

Toney said the retreat objective was to show appreciation for the task security supervisors perform everyday, to re-emphasize the importance of our mission and provide training designed to strengthen their supervisory skills.

The goal was also to find out what kind of training supervisors think is important for officers with 3 years or less experience, Toney said.

Training will be established to help address these specific needs, he said, adding that, "our objective and mission is to improve staff performance, and also staff retention."

Sgt. Donis Strong, Diagnostic Unit, found the retreat to be enlightening. "Every now and then you get a wake up call," she said. "It kind of revitalizes you. We are all supervisors here and a lot of the daily functions depend on us."

Right: Trainer Tommy Rochelle, talks about some of the supervisors he's had in the past and how the best led by example.



Left: Diagnostic Unit Assistant Warden John Lowe stresses the importance of supervisors having a positive attitude.

Below: Sgt. Herbert Straughn, of the Diagnostic Unit, presents ideas to help boost staff morale that he and others came up with during a group exercise. Suggestions include: promote teamwork, compliment and hold

Right: Yolanda Carlock, a trainer at the Pine Bluff Unit, encourages Pine Bluff Complex supervisors to think about ways they can improve their staffs.



## Health Matters

### Assessment helps one officer detect a health risk

*His urges 'listen to what your body is telling you'*

Cpl. Carroll Mutschall of the Benton Unit says his scheduled physical assessment helped detect a health threat.

Mutschall, who has been with ADC for nearly five years, was scheduled for his assessment, required by the department, a few months ago. It was discovered then that he had high blood pressure.

"My blood pressure was too high and they wouldn't let me take the physical," he said, adding that he was advised to see his doctor.



Cpl. Carroll Mutschall, Benton Unit

The Hot Springs native had had heart problems in the past and suspected that he might have had a heart attack a few days before the scheduled assessment. But, a visit to the emergency

room didn't turn up anything.

Mutschall's doctor later confirmed that he had high blood pressure and prescribed treatment. A subsequent test revealed that he had blockage in his arteries. He had to have surgery and stints installed to aid in the passage of blood through the arteries.

Mutschall, who is doing fine now, said the scheduled physical assessment helped pinpoint a health risk.

He said it's important to be aware of potential heart problems.

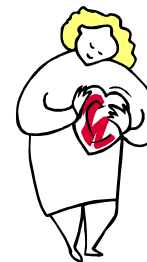
"Anytime you feel any type of pressure in you chest or soreness in your arms or anything that could be an indicator of a heart attack, don't ignore it," he said.

Mutschall, who has more than 20 years of public safety experience, said it's also a good idea to get your blood pressure checked regularly.

"Listen to what your body is telling you," he said. "Denial can kill you. Don't ignore the signs."

*"Happiness is nothing more than good health and a bad memory."*

*- Albert Schweitzer*



### Take good care of your heart

This year, about 1.2 million Americans will have a first or recurrent coronary attack. About 494,000 of them won't survive.

Each year, about 700,000 people suffer a new or recurrent stroke and nearly 163,000 people die.

Here are some things you can do to reduce the risk of heart attack and stroke:

- Don't use tobacco
- Be physically active
- Eat healthy foods
- Watch your weight
- Avoid excessive alcohol.

With your doctor's help, be sure to:

- get regular checkups
- control your cholesterol.
- keep tabs on your blood pressure.
- keep diabetes in check.



Source: American Heart Association

### Know the facts about breast cancer

- Every two minutes a woman is diagnosed with breast cancer.
- This year more than 211,000 new cases of breast cancer are expected in the United States.
- Breast cancer is the leading cause of death in women between the ages of 40 and 55.
- 1,600 men are expected to be diagnosed with breast cancer this year; 400 are expected to die.
- 70% of all breast cancers are found through breast self-exams. Not all lumps are detectable by touch. Regular mammograms and monthly breast self-exams are recommended.
- 8 out of 10 breast lumps are not cancerous. If you find a lump, don't panic. Call your doctor for an appointment.
- Mammography is a low-dose X-ray examination that can detect breast cancer up to two years before it's large enough to be felt.
- When breast cancer is found early, the five-year survival rate is 96%. More 2 million breast cancer survivors are alive in America today.

Source: [www.nationalbreastcancer.org](http://www.nationalbreastcancer.org)



## ACJA conference features training on Prison Rape Elimination Act

More than 130 people attended the Arkansas Criminal Justice Association conference at the Clarion Resort in Hot Springs, May 25-27.

Representatives from corrections, community corrections, sheriff and police departments, prosecuting attorneys, Post Prison Transfer Board, Arkansas Crime Information Center and academic institutions were among the attendees. The Prison Rape Elimination Act was one of the top topics. Passed in 2003, PREA sets a "zero tolerance" stan-

dard for prisoner-on-prisoner sexual assault and staff sexual misconduct. It applies to all federal and state prisons, jails, police lock-ups, private facilities and community corrections settings. The law applies to both adults and juveniles.

Representatives of the Moss Group conducted a 10-hour training program made possible by a grant to the Arkansas Department of Correction. The training was highly interactive. Jurisdictions just learning about the new law received a two-hour basic



EARU Warden Greg Harmon, EARU staff member Charlene Bogan, PIE Administrator Eddie Holcomb and Ouachita River Warden Dale Reed participate in a group breakout session on PREA.

introduction and overview. The second level of training focused on the development of a systemic approach to helping agencies

meet the law's requirements. Participants worked in groups, focusing on prisons and issues from a local jail perspective. The goal was to help identify potential barriers, and obstacles and explore possible strategies to meet the law's requirements.

During the conference, additional training was provided regarding the new wireless radio system being implemented in the state.

ACJA presented an academic scholarship to Heather Allison, a parole officer from Northwest Arkansas, at the conference banquet.

Submitted by ADC Policy Coordinator and ACJA Immediate Past President Carl Dyer.

## ADC staff members excel in 2005 Arkansas Police Olympics

ADC teams took home a pot of gold, silver and bronze medals from this year's Arkansas Police Olympics.

**Tactical Team** Gold: ADC Newport, Sniper-S. Hill; Carbine- C. Davis, Shotgun-K. Baxter & Pistol-T. Loggains.

**PPC Singles Revolver** Silver: T. Loggains. Bronze: R. Anderson, ADC Newport.

**PPC Doubles** Silver: T. Loggains & R. Anderson. Bronze: J. Warner, ADC Benton & J. Burch, ADC Benton.

**Practical Revolver** Gold: S. Hill; Silver: T. Loggains & Bronze: J. Warner.

**Practical Semi-Automatic** Gold: J. Warner; Silver: C. Couch, ADC ORCU. Bronze: M. Wright, ADC Tucker.

**Basketball** Silver: Team ADC, D. Earl, A. Sims, I. Wade, K. Lee & J. Mitchell.

**Golf**: 2nd Flight a.m., 1st place- ADC team members Strahan, Scifres, Deppa & Byus. 1st Flight p.m., 1st place, ADC team members Stephens, Kleiner, Calloway and Glover.

**Darts**: Bronze: Mark Stephens.

**Horse Shoes Singles**: Bruce & Robert McConnell took Gold &



Left: Sgt. Chad Davis and Cpl. Kevin Baxter, of the Grimes Unit, show off the 1st place trophy they and their teammates won in the tactical event (shooting).

Silver. They also took the Gold in **Horse Shoe Doubles** while ADC's Mark Stephens & Chris Coody take the Bronze.

**Bowling**: ADC Boot Camp team members George Hicks, Troy Fender, Reginald Weaver & Laurel Hooks took Silver & another ADC team took Bronze. (See details, right)

**Softball**: ADC got Silver.

Right: Susan Kleiner, of Center Office, displays the Bronze medal she and her **Bowling** teammates, Earnest Moore, Charley Blake, and Chris Coody.

Congratulations to all!



**T**en ADC employees participated in the Arkansas Special Olympics Torch Run on May 19.

Tucker Unit: **Marshall Gates and Rhonda Gates**.

Tucker Max: **Tracy Brock and Josh Crosby**.

Wrightsville Unit: **Lamonica Anderson, Donald Garrett, Bryan Hale and Tony Park**.

Wrightsville Boot Camp: **Melonie Cannada and Reginald Weaver**.

Thanks for supporting Special Olympics!

## Carrying the Flame of Hope



## Topping construction: new steeple installed at Varner Chapel

The first chapel service for inmates housed at the Varner Unit was the opening day for the Christian Motorcycle Association Revival and motorcycle rodeo on May 8, 2003. Almost two years to the day, the chapel's steeple was installed May 11 — the day before the CMA Revival of 2005, symbolizing the crowning of the chapel with the final component of the chapel construction.

The steeple came after years of preparation, fundraising, and construction which began with the chapel groundbreaking in 1996. Then Lt. Governor Mike Huckabee attended the event and challenged the community to step and assist in the building project.

The chapel was dedicated and officially opened on April 25, 2003.

The steeple helped complete Chaplain Gene Triplett's vision of providing a "House of Hope."

One of the many remarkable contributions to the chapel was the delivery of a full size baptistery.

A nearby church donated it. The original plans did not include a baptistery of that size and type. However, plans were modified and it was incorporated into the project.



Above: Inmates install a new steeple at the Varner Chapel.

### Did You Know?

*Steeple comes from the German word, staup, meaning a high place or high tower.*

### New Security Tier Plan approved

Below are the new approved tier rates for all units effective July 3, 2005. Any employee who is below the minimum rate for that unit will be adjusted to the new minimum for their specific unit and rank.

TIER	BASE	5.5%	11%	PLUS 5.75 HOURS		
				Base	5.50%	11%
4	Annual \$28,700 Hourly \$13.7981	\$30,279 \$14.5570	\$31,857 \$15.3159	\$30,763	\$32,455	\$34,147
3	Annual \$27,400 Hourly \$13.1731	\$28,907 \$13.8976	\$30,414 \$14.6221	\$29,369	\$30,985	\$32,600
2	Annual \$23,033 Hourly \$11.0736	\$24,300 \$11.6826		\$24,688	\$26,046	
1	Annual \$22,194 Hourly \$10.3592	\$23,415 \$10.9290		\$23,743	\$25,049	

#### Tier 4 East Arkansas Regional Unit

Tier 3 Cummins Unit  
Varner Unit  
Varner Supermax  
Grimes Unit  
Maximum Security Unit

Tier 2 Wrightsville Unit  
North Central Unit  
Tucker Unit  
Delta Unit  
Jefferson County Jail/Correctional Facility  
Diagnostic Unit  
Pine Bluff Unit  
McPherson Unit  
Ouachita River Correctional Unit  
Construction / Maint Security  
Warehouse (CDL Drivers)

Tier 1 Benton Unit  
Boot Camp  
Texarkana Regional Correctional Center  
Mississippi County Work Release Center  
Northwest Arkansas Work Release Center  
Farm / Industry

#### TIER 4

Corporal \$30,996  
Sergeant \$32,855  
Lieutenant \$34,826  
Captain \$36,915

#### TIER 3

Corporal \$29,592  
Sergeant \$31,367  
Lieutenant \$33,249  
Captain \$35,243



### Governor's Service Awards

#### 20 Years

Douglas E. Boultinghouse, Varner Unit  
Dennis E. Fortenberry, Farm Unit  
Dennis W. Sweaza, Wrightsville Unit  
Charles E. Walker, Administrative Offices

#### 10 Years

Erica N. Arnold, Cummins Unit  
Mark D. Brewer, North Central Unit  
Chandra P. Delaney, Administrative Offices  
Monica R. Terry, Delta Regional Unit  
Cynthia M. Tillman Bashaw, Wrightsville  
Boot Camp  
Willie L. Woodard, East Arkansas Regional Unit

Congratulations!

Your years of service are appreciated.



## ADC Promotions and New Hires— May

### Promotions

5/09/05	Gladys Smith-Jackson	Counselor – EARU
5/09/05	Elisabeth Landreath	Sergeant – North Central
5/09/04	Kathy Daughtery	Classification Officer – McPherson
5/09/05	Rodney Ford	Sergeant – EARU
5/16/05	Pamela Gilley	Correctional Property Officer – Varner
5/16/05	Shawn Powell	Secretary I – Varner
5/23/05	Jeffrey Villareal	Lieutenant– JCJ/CF
5/23/05	Valerie Huckaby	Administrative Assistant II – Construction
5/23/05	Emmer Clark	Sergeant – Delta
5/23/05	Brandon Grimes	Sergeant – Grimes
5/29/05	Robert Newcomb	Food Production Manager I – Benton
5/30/05	Vicki Lokey	Executive Secretary – Tucker

### New Hires

5/02/05	Michael Cherry	Agri Unit Supervisor I – Cummins Farm
5/02/05	Vinu Thomas	Social Worker II – Cummins
5/04/05	Claude Brooks	Program Coordinator – Ouachita
5/06/05	Ibra Benton	Secretary II – Human Resources
5/08/05	Daron Brown	Sergeant – Cummins
5/09/05	Barbara Shelby	Correctional Counselor– Tucker (RSVP)
5/09/05	NaTasha Carter	Document Examiner I – Varner
5/09/05	April Nekoranik	Unit Trainer – Ouachita
5/09/05	Marita Dowdy	Correctional Counselor – Grimes
5/09/05	Jacqueline Reams	Program Coordinator – EARU
5/16/05	Leslie Clary	Correctional Counselor – Varner

# ADC TRAINING

## JULY TRAINING SCHEDULE

Date	Title	Time	Length	Location
5	Administering Discipline	8 a.m.	4 hrs.	TA
6	Change Changes You	8 a.m.	4 hrs.	TA
6	Structured Interviewing	8 a.m.	4 hrs.	HR
6-7	Management Effectiveness	8 a.m.	16 hrs.	TA
7	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
7-8	Hostage/Crisis/First Responder	8 a.m.	16 hrs.	TA
8	Inmate Grievances	8 a.m.	4 hrs.	HR
8	*Managing a Multi-Generational Workforce	8 a.m.	4 hrs.	TA
11	*Performance Evaluation	8 a.m.	4 hrs.	TA
12	*Field Training Officer	8 a.m.	8 hrs.	TA
12	*Roadmap to Success	8 a.m.	8 hrs.	TA
13	*Interpersonal Communication	8 a.m.	8 hrs.	TA
13	*Administering Discipline	8 a.m.	4 hrs.	TA
14	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
14-15	The Human Element	8:30 a.m.	14 hrs.	LR
15	Interpersonal Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
18-19	*Introduction to Management	8 a.m.	16 hrs.	TA
20-22	PPCT/GAGE/SKD (Security Only)	8 a.m.	24 hrs.	TA
20-21	*Management Effectiveness	8 a.m.	16 hrs.	TA
22	Grievance Prevention & Handling	9 a.m.	7 hrs.	LR (Inter-Agency)
25	Transportation Training (Security Only)	8 a.m.	8 hrs.	TA
25	*Sexual Harassment/Misconduct	8 a.m.	5 hrs.	TA
25-27	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	West Memphis PD
27	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
27-28	Crime Scene Investigations	830 a.m.	14 hrs.	AR State Univ. (Newport)
28	*Race Relations & Cultural Diversity	8 a.m.	4 hours	TA

\* Regional Training ONLY      Training Academy

## OPEN ENROLLMENT

Internet-Based e-Learning Classes.  
Classes provided by National Institute of Corrections  
Contact your unit trainer for information

The following open enrollment, Inter-Agency classes vary in length:

Who Moved My Cheese      (Little Rock)  
Emotional Intelligence  
FISH  
Dealing with Difficult People  
Give 'Em the Pickle  
Defensive Driving  
Train the Trainer  
CPR  
Presenting Testimony





## Career news to use

### Career bonus payments available to longtime staff

Did you know that some Arkansas Department of Correction employees can receive a career bonus payment? ADC employees shall become eligible for annual career service recognition payments upon completion of ten or more years of state service in a regular, full-time position or positions.

Payments amounts vary based on years of service and are made on the employee's anniversary date, which may not be the same as the date of hire.

ADC does not control distribution of the bonus payments. These payments will only be made if funding is available as determined by the chief fiscal officer of the state.

The following are the amounts and years of service:

10-14 years	\$300
15-19 years	\$400
20-24 years	\$500
25 years or more	\$600

### More contributory retirement program seminars set

If you haven't had a chance to attend one of the seminars on the new contributory retirement program, you still have time. ACT 2084 of 2005 established the new program that requires new members to contribute to the retirement system if hired after July 1, 2005.

The Arkansas Public Employees Retirement System will provide information at the following locations:

July 12	9 a.m. & 11 a.m.	UALR Donaghey Student Center	Little Rock
July 12	2 p.m.	Stuttgart Public Library	Stuttgart
July 19	1 p.m.	Citizen Bank Annex	Batesville
Aug. 16	9 a.m. & 11 a.m.	Klipsch Auditorium	Hope
Aug. 23	9 a.m. & 11 a.m.	AR State Police Headquarters	Little Rock
Aug. 31	11 a.m. & 1 p.m.	North AR College	Harrison
Sept. 13	11 a.m. & 1 p.m.	Cleburne County District Ct.	Heber Springs
Sept. 20	1 p.m. & 3 p.m.	Southwest AR Electric Coop	Texarkana
Sept. 27	9 a.m.	AR State Police Headquarters	Little Rock
Sept. 27	3 p.m.	One Capitol Mall	Little Rock

For a complete listing, visit [www.apers.org](http://www.apers.org)

All Arkansas Public Employees Retirement System members employed before July 1, 2005, have 6 months to elect coverage under the contributory program (starting July 1). The deadline to elect to be contributory is December 31, 2005.

If a member is already, and chooses to remain contributory, the member does nothing. Their retirement plan and benefit options remain the same. APERS members hired on or after July 1, 2005, do not have a choice. They will automatically be enrolled in the contributory program.

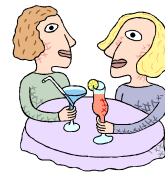
Members participation in the contributory program contribute 5 percent of their annual compensation, pre-tax (taxes are deferred).

## ADC CALENDAR



### July 2005

4 Independence Day



### August 2005

7 Friendship Day

Prepare for the new school year



### September 2005

5 Labor Day

22 First Day of Autumn

## ADC Advocate Employee Newsletter

### ***ADC Mission Statement***

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries



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**[www.state.ar.us/doc](http://www.state.ar.us/doc)**

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